

9 May 1958

BRIEF FOR: CIA CAREER COUNCIL

SUBJECT: Competitive Promotion Program

REFERENCE: Memorandum for the D/Pers from the C/OPS/DDP, (attached)
dtd 23 Dec 57

25X1 1. Regulation [] "Competitive Promotion," was approved by the Career Council and published 29 November 1956. The regulation provides (para 2c) that "Competitive evaluation of employees in grades GS-7 through GS-14 for promotion will be accomplished through the establishment and use by Heads of Career Services of Competitive Evaluation Panels in each Career Service." The regulation also provides (para 7) that competitive promotion would be implemented by Heads of Career Services in gradual stages of one grade level of personnel at a time with the idea that the program should be fully installed by 1 January 1958.

2. The principle of competitive promotion has been implemented in varying degrees in different Career Services. In several it is now effective throughout the range of GS-7 through GS-14 as called for in the regulation. In some of the larger Career Services competitive promotion has not been extended through the entire range. In the Clandestine Services competitive promotion is as yet effective only in grades GS-12, 13, and 14. Promotions in the lower grades in the Clandestine Services are carefully reviewed by the appropriate career service elements (see reference) but they are not truly competitive.

3. It would appear that if "competitive areas" are too large it becomes impractical to implement a true competitive promotion program. The question for the Council's consideration, therefore, is: "Should the principle of competitive promotion be restricted to grades GS-12 and above or should the competitive areas be adjusted so that true competitive promotion is possible in the lower grades as well?"

Attachment:

"Status of the Promotion Program of the Clandestine Services Career Service"

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